Revenue

App. F. IX-4

1937-38 (CS)

CS File No. 135-37

Serial Nos. 1

Previous References

Gen. 90-35-1
GA 4-14-104.
CS 157-26-(1-3) (CC 44-26)

Letter References

CS 135-36-1 (CC 42-36)
GM 88-34-1
Gen. 68-22-40
Gen. 68 22-(1-39)
CS 119-28-102 (CC 37-29)
CS 193-30-1 (CC 14-30)
~~Gen. 50-33-1-609~~
GR Dept No 733-34.
" " 714-34
CS 12-32-(1-20)

Serial Nos. 1

Later Ref°:
G.M. Dept. 96/39

6

GENERAL AND REVENUE SECRETARIAT.

Part B for Jan 7. 1938

SUBJECT.

Change in the hours of work in the Govt. Offices.

WD 0295—GPB—22,500—13-8-37

Change in the Hours of work in the Secty

General and Revenue Secretariat | File No. | of 193 . | [App. F. III—2

Serial No.

Calling for the Times of India regarding the change in the hours of work in the Secretariat in the Travancore State, from 11 to 5 P.M to 7-30 AM to 12-30 P.M.

Ch. Secy's orders on the P. SCD.

"Are there any old references relating to the fixing of office hours. Put up available literature on the subject."

(Sd) PGTK
28/10/37

Subd with references.

2) The ~~working~~ hours of work are governed by Rule 5 of the General Rules of office Procedure. According to this every office may appoint its hours of work according to its convenience and the ordinary hours viz 11 A.M. to 5 P.M. may be changed with the sanction of Govt.

T (G.A.Br 4 of 1914)

(G.O. 68-22 (1-39)

(3) In 1922, ~~in connection with~~ a representation was made in the Representative Assembly, that offices at each ST and TK. Head Quarters may be held in the morning on Shandy Day. In that connection the question was taken up for consideration but was dropped.

U (G.O. 68-22 (40)

V (G.O. 50-33 (176(9)

4) ~~From the year~~ From the year 1934 orders were passed to hold offices in the morning on New moon Days

NOTE—Contn. Sheet.

WD 0284—GPB—30,000—13-9-37

Change in hours of work

File No. of 193 . | General and Revenue Secretariat

also. This system was in vogue till the close of the year 1935. From the year 1936, the practice of holding offices in the morning (even on new Moon Days) was discontinued.

Subs for orders.

KMR 19-11-37

(5) For information.

EGR 19/11/37

(Resubmitted as per personal instructions of Chief Sec.).

(6) The Travancore Govt. have issued orders altering the hours of work of the Secretariat here, from 11 AM to 5 P.M, to 7.30 A.M. to 12.30 p.m.

(7) As directed, I examined the previous papers available in the Secretariat, with a view to form an idea as to whether the existing hours of the Secretariat here may be changed with advantage. The Collections put up indicate that the trend of opinion has been against the holding of offices in the State in the morning instead of in the afternoon.

Change in the hours of work

Serial No.

The main objection to offices being held in the morning is that comparatively much less work can be got through, if the office is held only in the mornings. In view of this, even the practice of holding offices in mornings on some occasions - such as New Moon days, Garuda Panchami etc - was given up. The question of permitting offices to be held in the mornings on the weekly Shandy days was considered and even this was not considered desirable.

(8) Whatever may be the conditions in hot countries like Travancore, it cannot be said that climatic conditions here are ~~[illegible]~~ during any part of the year so bad as to make it impossible to work in the afternoons. During one or two months, a few hours in the afternoon may be uncomfortable, and even now there is the practice of primary classes etc being held in the mornings in the interests of the welfare of young children attending them

An extension of the principle to Govt. offices, Courts ~~[illegible]~~ etc. may result in the outturn of work being considera reduced, and a further such a

NOTE—Contn. Sheet.

WD 0284—GPB—30,000—13-9-37

Change in the hours of work in the Secretariat

File No. of 193 . | General and Revenue Secretariat

measure of relief does not seem to be called for in the (climatic) conditions ~~obtained~~ obtaining in this State.

Chief Sy) 30/12/37)

4389

(9) The Subject is not worth pursuing. In our State there is good ground to fix the hours of work from 10.30 A.M to 5.30 P.M with half an hour's rest in the middle. The climate is ideal during nearly 10 months in the year. The only reform I would think of in this connection would be longer hours of work during the first 5 days in the week and Sitters morning office (7.30 A.M to 11 A.M) on Saturdays or Shorter work day say from 10 A.M to 1 P.M.

(10) At present the officials ~~in Offices~~ attending offices between 11 A.M to 5 P.M work for 36 hours during the week of which 33 hours only will be effective as 1/2 an hour each day is for Tea or Tiffin. If the offices start half an hour earlier and so on half an hour later, we can have 6 1/2 hours effective work on each of the first five days of the week and reduce Saturday's hours of work to only 3 There would be a fairly continued spell of rest after a week's labours and this would enable the officials to relax themselves while some time may cultivate the week end habit. Penultimate Saturday Devaru) may remain as it is.

MS 31/12

(11) No change required in the present hours of work.

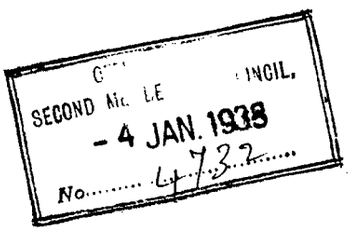
Dy 31-12-37

Changes in the hours of work in the Secretariat

CB 701

General and Revenue Secretariat | File No. | of 193 . | [App. F. III—2

Serial No.



(18) For perusal.

1st member
2nd member

MMS
3.1.38

(19) JPL
3/1/38

(20) DMM
4/1/38

MMS
5/1/38

B

NOTE—Contn. Sheet.

WD 0284—GPB—30,000—13-9-37

Easing Life

Out of Trivandrum comes wisdom in the shape of a notification by the Travancore Government that the hours of work in the Secretariat are changed from 11 a.m. to 5 p.m., to 7-30 a.m. to 12-30 p.m. The change is provisional and does not extend to courts of law and other institutions, although schools and colleges which have already tried it out are enthusiastic. Government servants and business men in some parts of India will regard with envy this Travancore move and will wish that authorities elsewhere displayed the like zeal for a reform so obviously sensible. True, in the mofussil of Northern India, where climatic conditions during the pre-monsoon period make afternoon work impossible, officials and others are wont to transact their business before noon and relax from their labours during the heat of the day. But India as a whole has not succumbed to this desirable system. The forces of conservatism and custom, hidebound and reinforced by red tape, are too strong to be overcome, and they are particularly potent in the presidencies and their capitals. There it is decreed by usage dating back to the Victorian era, with its stern subordination of the flesh to the dictates of duty, that men shall earn their bread in the sweat of their brows, during those hours of the day which are hottest. Accordingly, offices open round about 10 a.m., allow a break soon after midday and continue till nearly sundown. This ensures that the curse of Adam is duly appreciated in all its severity. Even at the expense of inefficiency, perspiration and somnolence, wage slaves must be tied to their desks at an hour when sybarites and sensible folk are having a siesta. This triumph of Puritanism is carried further. The flesh is mortified by adherence to sartorial conventions, which, whatever their justification by Savile Row standards, are completely out of place in India. The tyranny of the stud is greater than all the other alleged "repressive" laws under which this country suffers. The thraldom of collar and tie, of tubular trousers and constrictive jackets, extends not only to purblind Europeans but also to misguided Indians. Both are victims of the biggest taboo in the world, a taboo besides which all others pale into insignificance—the taboo of "It isn't done!" It simply isn't done to attend office in open-neck shirt and shorts—as any junior will learn to his cost if he is bold enough to try the experiment. Periodically attempts are made to defy the ban, and a stray *burra sahib,* moved by fellow feeling and *embonpoint,* may sympathise and even lead the revolt, but the entrenched forces of convention soon put an end to it. Only in Travancore and a few other enlightened areas are men free from these irksome restrictions on dress and hours. Is it too much to hope that some day, in the not too distant future, the spirit of freedom will prevail throughout the country. And is it not significant that a State which has always led in the matter of feminine emancipation should now be in the vanguard of masculine progress?

DEWAN'S OFFICE
25 OCT. 1937
No. 11 585

CB 701

CS 185-37-1

CS 133-36-1 Confl.
" 12-32-(1-10)
" 157-26-(1-3) (CC 44-26)
" 193-30-1 (CC 111-30)
" 119-29-1&2 (CC 37-29)

The Hindu
the 18th Oct. 1937

Subsidy for Newspaper

CB.
Are there any old papers relating to the fixing of office hours. Pick up articles & letters on the subject.
MK
25/10

NRR
25/10/37
25/10
CS
25/X

C. Sec